

EXHIBIT D

Simpler Plan – Randy Dill

Reasoning:

- Low utilization is extended greater than 150 calendar days since January 2023
- Full Utilization for Band 9 is 18 days monthly
- Team member skills not meeting Client demand
- Team member not selected for Client placement

Aim:

- Identify the necessary self-improvement steps or actions to better position you to deliver at full utilization
- Utilization January 1 to July 29, 2023:
- 15 Days (Data source Tenrox)
- Full utilization (18 days) by November 1, 2023

Recommended Action Plan:

- Update W3 Profile Expertise: Add resume
 - Secure Industry Badge(s)
 - Feed yourself – develop and sale new business
 - Identify skill gaps
 - Formulate and implement a plan to fill skill gaps
 - Simpler internal marketing:
 - List your industry experience
 - List your domain expertise (e.g., clinical flow, maintenance excellence, etc.)
 - Create your action plan
 - Explore and use the IBM Professional Marketplace (Find an open seat) IBM Professional Marketplace | Find an open seat
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- Conduct weekly progress and coaching sessions (Randy and Jay):
 - Starting, Tuesday, August 8, 2023, at 9:00 AM